



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
300 ARMY PENTAGON
WASHINGTON DC 20310-0300



DAPE-MPE-PD

6 DEC 2004

MEMORANDUM FOR

Commander, U.S. Army Human Resources Command (AHRC-MSP-E), 200 Stovall Street, Alexandria, VA 22332
Chief, National Guard Bureau (NGB-ARH), 1411 Jefferson Davis Highway, Arlington, VA 22202-3231
Commander, United States Army Reserve Command (AFRC-PRP-E), 1401 Deshler Street SW, Fort McPherson, GA 30330-2000

SUBJECT: Promotion Eligibility and NCOES

1. References.

- a. AR 600-8-19, Enlisted Promotions and Reductions, 20 January 2004.
- b. AR 140-158, Enlisted Personnel Classification, Promotion, and Reduction, 17 December 1997.
- c. NGR 600-200, Enlisted Personnel Management, 1 March 1997.

2. All Army Components will establish a temporary process providing for promotion recommendation to SSG, for Soldiers deployed, and otherwise eligible for recommendation, except for the lack of the Primary Leadership Development Course (PLDC). The establishment of this temporary process provides that no Soldier is otherwise disadvantaged, due to an extended deployment, for a promotion opportunity. Therefore, I ask you take the following actions:

a. Waiver Process for SSG Recommendation.

(1) Establish a procedure providing Sergeants an avenue to obtain a waiver to gain eligibility for SSG recommendation when they don't have PLDC when:

(a) Soldier is deployed (defined as being assigned to an organization impacted by Stop Loss – 90 days pre-deployment and 90 days post-deployment), and

(b) otherwise fully eligible for recommendation to SSG, but has not completed the requisite PLDC.

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(2) The waiver approval authority is established as the Director for Military Personnel Management (DMPM), Office of the Deputy Chief of Staff, G-1 (DAPE-MPE-PD). All requests must be processed fully through the Soldier's chain of command. Further delegation of this authority is not authorized.

(3) Soldiers subsequently selected and promoted to SSG, under this provision, must complete PLDC within 180 days of their re-deployment. Waiver approval for the 180-day period remains with the DMPM, DCS, G-1. Further delegation of this authority is not authorized. Promotion instruments will include these instructions and cite this memorandum as authority for promotion.

(4) Failure to successfully complete PLDC within 180 days of redeployment will result in administrative reduction to SGT, unless the timeframe is extended by the DMPM (DAPE-MPE-PD), DCS, G-1.

(5) Develop or incorporate appropriate measures to track/manage as required.

(6) Provide, no later than the last day of the month, a status report of Soldiers impacted by this policy.

b. Compliance with Army Standards: Review of TAPDB indicates Soldiers are promoted to SSG or integrated onto the SSG recommended list - without reflecting the appropriate MEL/MES code for PLDC. To assure compliance with existing Army standards, take the following actions:

(1) Validate SSG eligibility for all non-PLDC graduates promoted or integrated onto the recommended list with their parent organization.

(a) If the Soldier is found to be a PLDC graduate, update TAPDB as necessary.

(b) If determination is made that a Soldier was promoted or boarded erroneously, – as an exception to policy – do not revoke the promotion order as erroneous IAW existing regulatory guidance. The intent here is to not punish the Soldier since no waiver provision existed. However, from this date forward, Soldiers without PLDC will require approved waivers (as cited above) before attaining eligibility for promotion consideration to SSG.

(2) Prepare and release an appropriate clarifying MILPER Message outlining regulatory requirements and responsibilities for promotion eligibility and data base accuracy as it relates to this subject.

(3) Establish internal controls to assure over-watch of the promotion system to ensure regulatory compliance.

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(4) Be prepared, upon request, to provide appropriate reports identifying the status of Soldiers recommended or promoted to SSG under the provisions of the above waiver process.

3. Point of contact is Mr. Gerald Purcell, Personnel Policy Integrator, DMPM, at (703) 695-7960.



F. L. HAGENBECK
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